

STRATEGIC PLAN

for

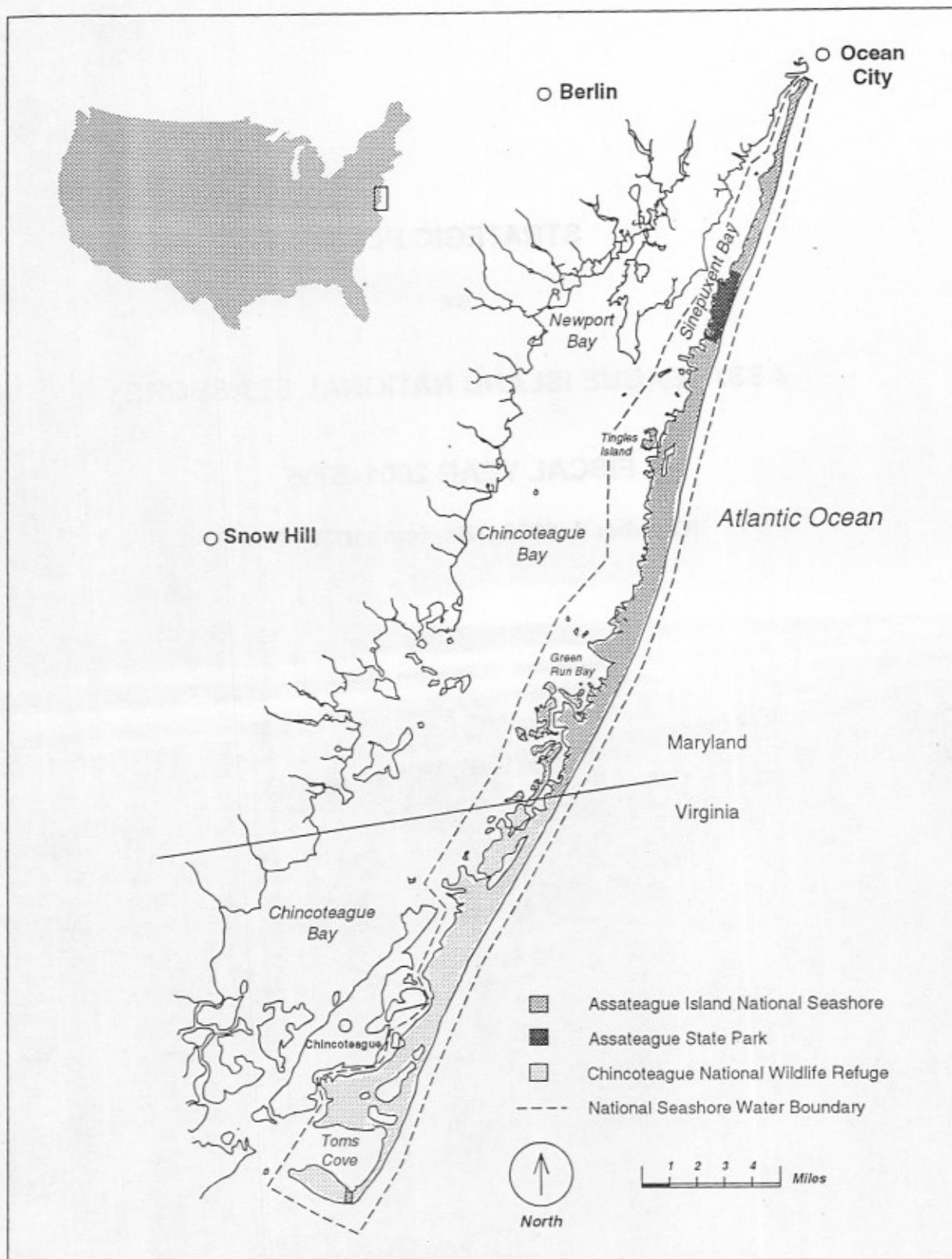
ASSATEAGUE ISLAND NATIONAL SEASHORE

FISCAL YEAR 2001-2005

(October 1, 2000 – September 30, 2005)

Assateague Island National Seashore

Vicinity Map



FISCAL YEAR 2001 – 2005

(October 1, 2000 – September 30, 2005)

Strategic Plan

for

Assateague Island National Seashore

Approved: _____

Superintendent

Date

TABLE OF CONTENTS

Approval page	1
Table of Contents.....	2-3
I Introduction and Overview	4
About this Plan.....	4
Assateague Island NS	4
The National Park Service	4
The Government Performance and Results Act of 1993 (GPRA).....	5
II Mission Statement	5
III Strategies: Accomplishing Goals	5
Organization.....	5
Facilities	6
Financial Resources	6
Program Evaluations	6
IV Key External Factors.....	7
V Goals.....	7
Goal Categories and Mission Goals	7
Long-Term Goals	8
1a01A Disturbed Lands	
1a0B1 Exotic Species	
1a01B2 Exotic Species	
1a2A Threatened and Endangered Species	
1a2B Threatened and Endangered Species.....	
1a4 Water Quality	
1a5 Historic Structures	
1a6 Museum Collections	
1a07 Cultural Landscapes	
1b01 Native Species of Special Concern.....	
1b2B Cultural Landscapes Baseline	
1b2C Historic Structures Baseline	
1b2D Museum Collections.....	
1b3 Vital Signs	
1b04 Geological Resources	
11a1 Visitor Satisfaction	
11a2 Visitor Safety.....	
11b1 Visitor Understanding and Appreciation	
11b1X Educational Programs	

Iva3A Performance Plans Linked to Goals	
Iva4A Workforce Diversity: Underrepresented groups in permanent workforce.....	
Iva4B Workforce Diversity: Women & minorities in temporary and seasonal workforce.....	
Iva4C Workforce Diversity: Individuals with disabilities in the permanent workforce.....	
Iva4D Workforce Diversity: Individuals with disabilities in temporary and seasonal workforce.....	
Iva5 Employee Housing	
Iva6A Employee Safety: Lost Time Injury Rate.....	
Iva6B Employee Safety (Continuation of Pay Hours)	
Iva7 Line Item Construction	
Ivb1 Volunteer Hours.....	
Ivb2A Cash Donations.....	
Ivb2C Cooperating Associations In-Kind Donations	
VI Measuring Results	16
VII Strategic Plan Preparers.....	16
VIII Consultations	16
Appendix	map

I. INTRODUCTION

About This Plan

This is the Strategic Plan for Assateague Island National Seashore, a unit of the National Park System, administered by the National Park Service, U.S. Department of the Interior. Our Plan includes our mission statement, derived from the legislation establishing and affecting this park. It contains our goals organized under goal categories and mission goals (these are "in perpetuity" goals that encompass everything we do). It also contains long-term goals that describe in quantified, measurable ways examples of the results we plan to achieve in the five-year period covered by this plan, October 1, 2000 through September 30, 2005, federal fiscal years FY2001-2005.

The content and organization of this Plan is based on the process established by the National Park Service under the Government Performance and Results Act of 1993 (GPRA) [see following sections]. Additional copies of this Strategic Plan are available by visiting or writing park headquarters at Assateague Island National Seashore, 7206 National Seashore Lane, Berlin, MD 21811. We welcome questions and comments, which should be addressed to the Superintendent at this address.

The Plan contains a general section called "Strategies" to describe how goals will be accomplished. This section briefly sketches the organization, facilities, and financial resources available to achieve the plan's long-term goals. There is a brief discussion of "Key External" Factors that could positively or negatively affect goal achievement. Each long-term goal has one or more explanatory paragraphs that give background, detail, and other information useful to help the reader understand the goal as well as how the goal will be accomplished. After these goal explanations, there is an overview of how results will be measured. Finally, there is a listing of those who were consulted in the development of the plan and a list of plan preparers.

Each year that this Strategic Plan is in effect there also will be an Annual Performance Plan covering one year increments of each long-term goal. The Annual Performance Plan will be available by January 1st each year. In addition to the Annual Performance Plan, we also use internal management documents to guide daily operations throughout the year. They detail the specific activities, services, and products that will be carried out or produced to accomplish goal results, and the dollars and people that will do it.

Assateague Island National Seashore

Assateague Island National Seashore is a vital part of America's national system of parks, monuments, battlefields, recreation areas, and other natural and cultural resources. Established by an Act of Congress on September 21, 1965 (PL 89-195), the National Seashore is a 37 mile barrier island off the coasts of Maryland and Virginia. Containing 39, 723 acres, the park preserves both the terrestrial and aquatic plant and animal communities which characterize the Mid-Atlantic coast in perpetuity, and makes this valuable part of America's heritage available to almost two million visitors each year for their experience, enjoyment, understanding, and appreciation.

The National Park Service

The National Park Service (NPS), established in 1916, preserves outstanding examples of the best of America's natural, cultural, and recreational resources for the enjoyment, education, and inspiration of this and future generations. These resources constitute a significant part of America's national heritage, character, and future. The National Park System consists of 379 units located in nearly every state and territory of the nation. The National Park Service not only directly preserves these treasures, it also makes them available to millions of visitors from throughout the country and the world every year. NPS also has legislated responsibilities for natural and cultural resource conservation outside national parks in partnership with state and local governments, tribes, and non-profit organizations. These programs provide a variety of technical and/or financial assistance.

In consultation with Congress, OMB and other interested parties, the NPS developed its own implementation process to comply with the Government Performance and Results Act of 1993 (GPRA). Using an 8-step process, the NPS developed its first *Strategic Plan* in 1997 and revised it in 2000. A copy

of the current plan is available for review at the park. It is also available on the Internet at <http://www.nps.gov/planning>.

As part of its GPRA implementation process, NPS decided that each of its component parks, programs, and offices would develop and submit their own Strategic Plans, Annual Performance Plans, and Annual Performance Reports. These plans contribute to applicable long-term goals in the NPS *Strategic Plan* and may add goals specific to their own legislative mandates, missions, resources, visitor services, and issues needs. The local plans are generally a blend of national and local missions and goals.

Government Performance and Results Act of 1993 (GPRA)

GPRA is one of the most recent and comprehensive of a number of laws and executive orders directing federal agencies to join the "*performance management revolution*" already embraced by private industry and many local, state, and national governments.

In a nutshell, *performance management* uses performance goals based on an organization's primary mission to guide daily actions and expenditures. Importantly, goals must be quantifiable and to the maximum extent possible, measurable results or outcomes rather than efforts or outputs such as activities, services, and products. The established and proven performance management approach is to **establish goals – allocate resources to accomplish those goals – take action/do the work – measure results – evaluate and report performance – use evaluation to adjust goals and reallocate resources – and continue the loop**. This process sharpens our focus on accomplishing our mission in the most efficient and effective ways, and holds managers and employees accountable on a clear and measurable basis.

II. MISSION

Our mission statement is created from our mandated purpose and the park's primary significance:

Assateague Island National Seashore provides a protected enclave for complex plant and animal communities, both terrestrial and aquatic, which characterize the Mid-Atlantic Coast, and fully illustrates the natural processes of change which shape the coastal environment. Located within a three hour drive of the Washington/Baltimore/Philadelphia metropolitan areas, the National Seashore offers an unspoiled setting in which to experience the many moods of a dynamic barrier island and pursue a multitude of exceptional recreational opportunities. The Mission of Assateague Island National Seashore is to preserve and protect these unique coastal resources and the natural ecosystem conditions and processes upon which they depend, provide high quality resource based recreational opportunities compatible with resource protection, and educate the public as to the values and significance of the area.

III. STRATEGIES: Accomplishing Goals

We plan to accomplish our goals using the organization, facilities, and financial resources summarized below. These paragraphs should give our partners, stakeholders, and the public a better understanding of what the we are trying to accomplish, and how we plan to do it.

Organization

Superintendent Marc Koenigs leads the park staff. Staff is organized into five operating divisions: Resource Management, Interpretation, Visitor Protection, Maintenance, and Administration. Staff expertise and specialties include 14 permanent park rangers, 5 biologists, 2 education specialists, an architect, 4 visitor use assistants and other support positions. There are 9 seasonal (temporary) park rangers, 4 in interpretation, and 5 in visitor protection. Additionally there are 7 seasonals working in resource management. There are 10 seasonal maintenance workers, 9 lifeguards and 9 seasonal visitor use assistants

Our staff will be supplemented and/or supported by assistance or expertise from various other NPS parks and central offices, and/or and other partners or organizations. Staff from the National Park Service's Philadelphia Support Office will work with us to assess and improve our interpretive programming for Goal IIb1. The NPS Denver Service Center is assisting us in developing sustainable bathhouses in our Tom's Cove district. We have a number of cooperative research projects with various universities and professional organizations which help us further our understanding of our natural resources. In addition to helping accomplish education and visitor service goals through literature sales and donation, the Eastern National Parks and Monuments Association will provide 2 sales clerks at visitor centers.

Facilities

Park facilities [and infrastructure] available for accomplishing our goals includes: 2 visitor centers, one in Maryland and one in Virginia, with exhibits, an AV auditorium in Maryland, interpretive literature sales, guarded beaches in both the Maryland and Virginia sections with bathhouses, interpretive trails, campgrounds in Maryland, and off -road vehicle access in both Maryland and Virginia. There are maintenance facilities and employees housing in both areas. The main headquarters building is in Maryland.

Financial Resources

Financial resources available to achieve the park's goals include an annual base operating budget of approximately \$3,155,000, which funds a work force of 52 permanent positions and 48 seasonal positions. This work force will be supplemented annually by approximately 10,000 hours of Volunteers-in-Parks service, 4 Student Conservation Assistants, 14 interns, etc. and special project and program funds distributed by the National Park Service regional and Washington offices. Achieving our goal performance targets is critically dependent on our base funding and on these additional project funds, volunteer assistance, partnerships, fees, and donations. Therefore, in order to plan and organize our goals and the work to accomplish them, all funding and staffing sources and major alternative sources of support and work, have been estimated and included in developing our Plan.

Please note that the goals in this plan assume a "flat budget." Other than increases for inflation, we assumed no major increases in funding. Where increases in appropriations were known or are likely, they were taken into account. Where other funding sources (donations, fee revenues, etc.) were "reasonably assured", they too were taken into consideration when setting performance targets. Obviously, limits on funding constrain what can be accomplished toward our goals and mission. GPRA, however, is distinctly not about discussing budget shortfalls or requesting or justifying additional funding. Rather it is about planning, managing, and communicating what we can accomplish with what we reasonably expect to have. Performance target numbers speak for themselves about how well funded we are to accomplish our mission, and where targets are low, additional budget discussions might be generated. But this is not the primary purpose of this plan.

We should duly note that we sincerely believe we are under-funded and under-staffed to fully achieve our important mission and goals. We also recognize, however, that we are but one of many worthwhile federal enterprises which compete for scarce tax dollars. We are pursuing a wide variety of alternative management, funding, and staffing scenarios and partnerships to supplement our appropriations. In the meantime, we welcome the opportunity to respond to the requirements of GPRA with this *Strategic Plan* and its companion documents to better plan, manage, and communicate how - and how well - we are achieving our mission through performance goals supported by existing, and largely flat, levels of funding

Program Evaluations

The program has been reevaluated every year in order to check that goals are realistic and relevant. The park management team evaluated and prioritized critical resources. Ongoing discussions concern issues affecting those resources. Annually the team evaluates the budget per accomplishing the goals of the strategic plan and adjusts the budget and FTE allocations if necessary. All goals have also been appraised for compliance with servicewide goals.

IV. KEY EXTERNAL FACTORS

Park management and staff can plan, manage, and control much of what occurs in the park. They are expected to try to influence factors external to park boundaries that affect the park. Other factors, such as natural events, are beyond managing or influencing. All of these things can negatively or positively affect goal outcomes. A few of the most important or most likely are briefly identified below. This is not an exhaustive list but simply those factors that are most likely to influence outcomes at the time this plan was written.

- ♦ A key external factor which effects every aspect of park life is weather, at ASIS especially nor'easters and hurricanes. Frequent hurricane and storm damage is expected and plans are in place to deal with it. However, these weather events can cause major infrastructure damage and can effect the ability to deal with regular duties due to the emergency nature of some of the work. Important renovations have been made to the Tom's Cove section of the park in order to deal with these situations.
- ♦ Our threatened and endangered species are having difficulty improving due to increased loss of habitat, competition from exotic species, and environmental contamination beyond our boundaries, which we are working with outside organizations to control.
- ♦ Another critical external factor is the anticipated tremendous residential development anticipated over the next fifteen years adjacent to the park. This will have an immediate impact on the half of the park that is submerged.

V. GOALS

Goal Categories and Mission Goals

The NPS has four goal categories and three kinds of servicewide goals: Mission Goals, that state ideal future conditions and continue indefinitely, Long-term Goals that generally last five years, and Annual Goals are for one year. The nine nationwide, "in perpetuity" mission goals encompass all we do and a brief explanation about each one is below. Long-term goals represent the kinds of things we do toward reaching our mission goals, and they are stated as measurable outcomes with the performance measure in the goal. Annual goals are one year increments of long-term goals, written the same way to show a clear and direct relationship.

Goal Category I Preserve Park Resources

Category I goals reflect the NPS Organic Act mandate "to conserve the scenery and the natural and historic object and the wild life therein." Since that time, subsequent legislation has reinforced and expanded NPS authority to preserve America's treasures for this generation and generations to come. This category addresses all goals that relate to the condition of natural and cultural resources and the acquisition of knowledge from and about them. It includes the concepts of biological and cultural diversity to ensure park resources are preserved and interpreted in relationship to the broader ecosystem and cultural context that extend beyond the park to nearby lands. Park cultural context refers to ensuring that park resources are preserved, interpreted, and managed in relation to other historical events and cultural processes.

The long-term goals related to this category are shown in the next section and include protection, restoration, or maintenance of ecosystems, rare or endangered plant and animal populations, archeological and ethnographic resources, historic structures and cultural landscapes, museum objects, and research collections. Mission Goal 1a focuses on the condition of these resources. Mission Goal 1b on obtaining and using scholarly and scientific knowledge about resources to make better informed decisions.

- 1a Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Ib The National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

Goal Category II Provide for the Public Use and Enjoyment and Visitor Experience of Parks

This category includes all goals for visitor satisfaction, enjoyment, safety, appreciation, and understanding. It includes the mandate found in the NPS Organic Act "to provide for the enjoyment of the [resources] in such manner and by such means as will leave them unimpaired for the enjoyment of future generations."

The long-term goals related to this category are shown below and include programs, facilities, services, accessibility, and recreational opportunities affecting the enjoyment, understanding and safety of visitors from all over the nation and the world. Mission Goal IIa covers facilities and services such as visitor centers, campgrounds, road and trails, recreational opportunities and keeping visitors safe. Mission Goal IIb is about helping visitors learn more about park resources and significance so they will enjoy their visit more, support preserving this country's heritage, and gain a better understanding of the experiences and peoples that built this nation.

IIa Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities.

IIb Park visitors and the general public understand and appreciate the preservation of and its resources for this and future generations.

Goal Category III Strengthen and Preserve Natural and Cultural Resources and Enhance Recreational Opportunities Managed by Partners

This goal category is for legislated external partnership programs, NPS programs that assist others outside of park units protect their natural, cultural and recreational resources. Long-term goals related to this category are achieved primarily by our centers and central offices, except one (IIIaX) is targeted for park units who use formal agreements to help others protect their cultural or natural resources.

Goal Category IV Ensure Organizational Effectiveness

This category includes all goals that support the mission of the park and the NPS, and the focus is on governmental processes rather than the results. Long-term goals in this category measure various workplace standards and cover those things that will help us be more responsive, efficient, effective, and accountable.

IVa The National Park Service uses current management practices, systems, and technologies to accomplish its mission.

IVb The National Park Service increases its managerial capabilities through initiatives and support from other agencies, organizations, and individuals.

Long-Term Goals

Long-term goals are measurable examples of how we intend progress toward the mission goals above, and how we will contribute to nationwide NPS goals during the period of this Plan. The numbering sequence for long-term goals follows that of the NPS Servicewide plan so that our contributions can "roll up nationally" into NPS accomplishments. Goal numbers may not be consecutive - where numbers are left out, an NPS goal does not apply to Assateague Island National Seashore. Associated goals that are similar to NPS goals but not identical with NPS criteria, optional goals, and goals specific to this park contain a zero (0) or an X in the number. Goal categories and mission goals are in regular type. Long-

term goals are italicized. Each year, by January 1st we will also produce an Annual Performance Plan that shows how much of each long-term goal we intend to accomplish during that fiscal year. We will assess what we actually accomplished in an Annual Performance Report at the end of each fiscal year.

Goal Category I Preserve Park Resources

1a Natural and cultural resources and associated values at Assateague Island National Seashore (hereafter referred to as "Assateague" or "ASIS") are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

1a01A Disturbed Lands - By September 30, 2005, 100% of Assateague's estimated average annual sediment deficit caused by the Ocean City inlet jetties (145K cubic meters) is being bypassed to Assateague Island on an annual basis.

Since 1935, the federal navigation channel at Ocean City, MD has disrupted the natural sediment supply to Assateague Island, resulting in wholesale physical and biological changes. A comprehensive restoration program has been developed in conjunction with the US Corps of Engineers that includes both short term (one-time beach nourishment) and long term components (sediment bypassing). Implementation and management of these programs will require the ability to continuously evaluate island conditions, relevant physical processes, and the effects of restoration actions in order to optimize outcomes and ensure maximum compatibility with management objectives. At present, RM actions are directed towards the development of key information through long term monitoring programs, publicizing the erosion issue and restoration needs, and working to secure necessary funds. In order to meet this goal, money must be authorized by congress to the NPS and the Corps of Engineers to plan and execute the mitigation project.

Goal achievement will be monitored, measured, and verified by on the ground inspection, photo documentation, vegetation monitoring and GIS data.

1a01B1 Exotic Species - By September 30, 2005, the Assateague Island National Seashore feral horse population is reduced from its FY1999 size of 168 by 5 horses.

Resident feral horses are known to exert significant grazing pressure on several of the primary vegetation communities (saltmarsh, dune) occurring within ASIS. Documented effects include reduced health and reproductive capacity of certain key plant species, changes in species abundance and community composition, and loss of faunal biodiversity. Long term management programs to control the species are ongoing. This goal is achieved through a female horse contraception program, by mitigating the human-horse problem and by monitoring horse population, horse grazing effects and mosquito/EEE effects/

1a01B2 Exotic Species - By September 30, 2005, the number of Sika deer killed during the Assateague Island National Seashore public hunting season is maintained at the FY1999 level (~100).

Sika deer, an exotic species were introduced to the island in the 1920's by the Boy Scouts. They have helped create the same effects documented by the feral horse population. In order to control this population, the resource management division and resource protection division coordinate to monitor and control the number of Sika deer killed during hunting season.

1a2A T&E Species Improved - By September 30, 2005, 1 (50%) of Assateague Island National Seashore's 2 identified populations of federally listed threatened and endangered species requiring NPS recovery actions as of 1999, have an improved status.

Portions of ASIS provide suitable habitat for a variety of state and federally listed species, both plants and animals. The known and perceived threats to these species vary in intensity, and include a range of causative factors including recreational activities, disruptions to natural coastal processes, and interactions with both native and non-native species.

The park has reintroduced the Seabeach Amaranth plant, not seen on the island since the 1960's. It will develop reintroduction and propagation methods for this plant. And finally, it will reintroduce a sustainable population to the island.

1a2B T&E Species Stable - By September 30, 2005, 1 (50%) of Assateague Island's 2 identified populations of federally listed threatened and endangered species with critical habitat on park lands and/or requiring NPS recovery actions as of 1999, have a stable status.

Threatened and endangered (T&E) species in the national park system are integral to the natural systems the National Park Service is charged to protect. This long-term goal responds to the NPS Organic Act and to the Endangered Species Act which requires federal agencies to develop programs for the conservation of listed species. Assateague Island National Seashore currently has a population of piping plovers which are covered by this goal. This goal will be measured by monitoring the status of this population to ensure that it remains stable. Data provided by cooperating agencies, such as the Maryland Department of Natural Resources. The park will continue its program of Piping plover management and monitoring. They will also conduct a Piping Plover habitat study.

1a4 Water Quality - By September 30, 2005, the oceanic and estuarine surface waters of ASIS have unimpaired water quality.

Changing patterns and intensities of land use in the watershed of coastal lagoons within and adjacent to ASIS threaten estuarine water quality and the dependent biotic systems. Although park waters are considered to be in relatively "good" condition at present, nearby estuaries with larger watershed populations and more extensive development have experienced significant deterioration, primarily from unnaturally high nutrient inputs. With a projected growth of >20% over the next 25 years, the potential for similar degradation of ASIS waters is considered high.

ASIS will continue to monitor bay water quality, sub-aquatic vegetation (SAV), bay tides and water levels, surf water quality and weather conditions. It will develop enhanced SAV monitoring and work toward external planning and coordination.

1a5 Historic Structures - By September 30, 2005, 2 of the 8 (25%) ASIS historic structures on the 1999 List of Classified Structures at the end of FY1999 are in good condition.

The List of Classified Structures (LCS) is the primary computerized database containing condition information on historic and prehistoric structures throughout the nation. Structures on the LCS are on, or eligible for, the National Register of Historic Places, or are otherwise treated as cultural resources. Assateague Island National Seashore has 8 historic structures on the LCS. These are all part of the historic Coast Guard station in the Tom's Cove section of the park.

"Condition", as used in this goal, is not an indication of the amount of work required to maintain a structure. National Park Service standards define condition in terms of the character, material, and stability of the structure. Good condition is where the structure and significant features need only

routine or cyclic maintenance, though that maintenance may be significant. This goal will be measured at the end of each year by using standard condition assessment and inventory reports to determine the condition of LCS structures in the park.

ASIS will evaluate the effects of park activities on historic structures. Currently the historic Coast Guard Station in Tom's Cove is being used for seasonal housing.

1a6 By September 30, 2005 57 (75%) of 76 applicable preservation and protection standards for ASIS's museum collections are met.

Museum collections at Assateague includes a wide variety of objects relating to the park's story, including the park's herbarium, reference shell collection, reptile and amphibian and archeological collections. They are an excellent documentation of the park resources. The preservation and protection of these museum collections is essential to the NPS mission. The environmental, security and fire protection conditions necessary to preserve and protect museum objects are identified on the NPS Checklist for Preservation and Protection of Museum Collections. The checklist is completed by parks with data compiled nationally and updated as needed. As of 1999, 63.4% of the conditions on the checklist were met servicewide. Our goal at ASIS is to meet at least 75% of those standards by 2005. This goal will be measured by reporting the number of standards which have been met at the end of each fiscal year.

1a07 By September 30, 2005 1 (50%) of 2 cultural landscapes not on the NPS Cultural Landscape Inventory are in good condition.

The Cultural Landscapes Inventory (CLI) is a national database which, when completed, will comprise an inventory of all NPS landscapes having historical significance. The CLI was initiated in FY 1992 and, as of the end of FY 1999, 2,067 cultural landscapes had been inventoried and entered into the database. The CLI contains information on the location, historical development, and current management of cultural landscapes including condition.

The current condition of the cultural landscape is based on criteria from the *Resource Management Plan Guideline and Software Manual* (1994). "Good" condition indicates the landscape shows no clear evidence of major negative disturbance and deterioration by natural and/or human forces. The landscape's cultural and natural values are as well preserved as can be expected under the given environmental conditions. No immediate corrective action is required to maintain its current condition.

As of the end of FY 1999, two cultural landscapes at ASIS met the criteria for measurement by this servicewide goal. These are the Coast Guard station at Tom's Cove and the park as a whole. The same standards of measurement will be used at the end of each FY to determine the condition of those cultural landscapes.

Ib Assateague Island National Seashore contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly information.

1b01 Native Species of Special Concern - By September 30, 2005, datasets are developed describing the status of 5 species of special concern at ASIS.

The species of concern at ASIS include colonial waterbirds, marine animals, and rare plants. Datasets will be developed to assist with monitoring these species in order to determine if mitigation is needed.

lb2B By September 30, 2005, the number of ASIS cultural landscapes inventoried, evaluated, and entered on the NPS Cultural Landscapes Inventory at Level II is increased from 0 in FY1999 to 1 (100% increase).

The Cultural Landscapes Inventory, when completed, will be a servicewide inventory of all park landscapes having historical significance. The Cultural Landscapes Automated Inventory Management Information System (CLAIMS) is an analytical tool for assessing information associated with the CLI. The CLI contains information on the location, historical development and current management of cultural landscapes. The CLI process includes four levels of analysis with each level corresponding to a specific degree of effort and detail contained in the inventory. For landscapes, Level II: Landscape Analysis and Evaluation provides complete baseline information. As of the end of FY99, 110 cultural landscapes have been inventoried and evaluated at Level II and entered into the CLAIMS database. ASIS' Coast Guard Station at Tom's Cove will be inventoried for this goal.

lb2C By September 30, 2005, all 8 (100%) of ASIS historic structures on the FY1999 list of Classified Structures (LCS) have updated information in their LCS records

The List of Classified Structures (LCS) is the primary computerized database containing inventory and condition information on the estimated 26,000 park historic and prehistoric structures. Structures on the LCS are on, or are eligible for, the National Register of Historic Places, or are otherwise treated as cultural resources. The LCS data, particularly condition and impact data, needs to be updated at regular intervals. All of the data needs to be updated over the six-year period, FY2000-2005. ASIS' goal is to update all information by 2005.

lb2D By September 30, 2005, the number of ASIS museum objects cataloged into the NPS ANCS+ and submitted to the National Catalog is increased from 1,437 in FY1999 to 1,450 (1% increase).

Cataloging museum collections provides knowledge and documentation which assists in managing and decision making about the thousands of museum objects important to our national and cultural heritage which are in NPS ownership.

lb3 By September 30, 2005, ASIS has identified its "vital signs" for natural resource monitoring

Vital signs are indicators of the key ecological processes which, collectively, capture the function of a healthy ecosystem. They may include keystone species and keystone habitats which have profound effects on ecosystem organization and function; dominant species; or key processes such as nutrient cycling, patch dynamics, or hydrologic regimes. The hallmark of vital signs monitoring is the focus of ecosystems, rather than populations or physicochemical parameters.

Vital signs will be identified through facilitated scoping workshops. ASIS is participating as part of the North Atlantic Coastal Park Network. The monitoring of vital signs may provide an early warning of ecosystem stress before significant damage has occurred and point to the need for intensive studies to diagnose the cause of the stress and determine appropriate corrective action.

lb04 By September 30, 2005, 1 (100%) of 1 geological processes of special concern at ASIS are actively studied and monitored for needed mitigation.

Rates of geologic change are key environmental indicators, which collectively, with other vital signs, can be used to gauge the function in a relatively unaltered state (natural state), to maintain a healthy balance in the ecosystem. Understanding the trends or rates of change for geological processes is a

first step to understanding any ecosystem. The park will be monitoring closely the north end erosion caused by the Ocean City jetty. It will monitor mitigation efforts as well.

Goal Category II Provide for the Public Use and Enjoyment and Visitor Experience of Parks

IIa Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities.

IIa1 By September 30, 2005, 93% of visitors to ASIS are satisfied with appropriate park facilities, services and recreational opportunities.

NPS visitor evaluations of park facilities, services, and recreational opportunities are important and useful in improving visitor services. The Visitor Survey Card (VSC) was first used in 1998 to measure visitor satisfaction in NPS units. The results of the annual VSC survey are used to monitor this goal. For GPRA reporting purposes, the card includes an overall quality question used as the primary measure of visitor satisfaction.

While many factors affect visitor use and enjoyment, this goal focuses on the facilities, services, and recreational opportunities that parks provide for visitor use, comfort, and enjoyment. Annual VSC survey results are used by park staff to improve visitor services.

IIa2 By September 30, 2005, the number of ASIS visitor accident/incidents is reduced from the FY1992-FY1996 five year annual average of 6.72 to 6.05 (10% reduction).

A visitor accident/incident is an accidental event or incident that affects a non-NPS employee, volunteer, cooperator or contractor that meets the following criteria:

- results in a serious injury (which requires treatment at a medical facility), illness or death
- involves the direct use of, or interaction with, park facilities, roads, waters or resources.

IIb Park visitors and the general public understand and appreciate the preservation of parks and their resources for this and future generations.

IIb1 By September 30, 2005, 88% of park visitors understand and appreciate the significance of Assateague Island National Seashore.

Visitors' understanding and appreciation increases as they enjoy the park and its resources and learn about why the park was established and the significance of its resources. All park efforts to provide visitors information, orientation, interpretation, and education are park activities that help visitors discover the most significant meaning to them in the park, and make connections between the tangible natural and cultural resources and the intangible values that reside within the park.

A servicewide baseline was established in FY1998 based upon the Visitor Survey Card. ASIS' survey results were 88%. ASIS will report the results of the yearly survey to this goal.

IIb1X By September 30, 2005 x% (this figure will be determined after a baseline assessment is completed in 2001) of 7,000 participants in ASIS's curriculum-based education programs will

demonstrate understanding America's cultural and natural heritage, as represented by the resources of ASIS, preserved by the National Park Service and its programs.

This is a new GPRA goal for ASIS. A baseline % of "understanding" must be established before annual and final percentage can be established. An "assessment tool" will be developed to measure this goal based on the resources of ASIS and the national, state, and local curriculum and learning standards.

Dependent upon increased funding and FTE, it is our goal to expand the existing education program to include other school districts, more grade levels, and distance learning opportunities so that the number of participants will increase.

Goal Category IV Insure Organizational Effectiveness

IVa Assateague Island National Seashore uses current management practices, systems, and technologies to accomplish its mission.

IVa3A By September 30, 2005 100% of employee performance plans are linked to appropriate strategic and annual performance goals.

This goal directly ties individual performance goals to organizational outcomes. It will be measured annually by supervisors/managers certifying that employee Performance Plan and Results Reports are related to organizational goals set forth in the park's strategic plan.

IVa4A By September 30, 2005, the number of ASIS permanent positions in 9 targeted occupational series filled by employees from underrepresented groups is increased from 4 at the end of FY99 to 6 (50% increase).

The National Park Service is committed to increasing diversity in its workforce, and will recruit and hire qualified minorities, women, and individuals with disabilities in all occupational series, but particularly in those targeted occupations and grade levels where they are underrepresented to achieve consistency with their percentages of representation in the civilian labor force. This applies to permanent as well as temporary employees and each of the IVa4 goals relates to it.

IVa4B By September 30, 2005, the total number of ASIS temporary/seasonal positions annually filled by women and minorities is increased from 19 in FY1999 to 24 (25% increase).

see goal description IVa4A

IVa4C By September 30, 2005, the total number of ASIS permanent positions filled by employees with disabilities is increased from 0 in FY1999 to 1 (100% increase).

see goal description IVa4A

IVa4D By September 30, 2005, the number of ASIS temporary/seasonal positions filled by employees with disabilities is increased from 1 in FY1999 to 2 (100% increase).

see goal description IVa4A

IVa5 By September 30, 2005, the number of employee housing units listed in poor condition is reduced from 1 in FY1997 assessments to 0 (100% reduction).

This goal is to improve the condition of employee housing within the NPS. Housing is provided so that the park's resources and visitors are better protected. The NPS has historically provided employee housing in remote locations or other places where it is beneficial to the government.

Only one of the housing units at ASIS is not in good condition. This goal will eliminate the number of housing units in poor condition (1) to 0.

IVa6A By September 30, 2005 the number of lost-time injuries is maintained at the FY1992-FY1996 five year annual average of 4.125.

The NPS has the worst safety record in the Department of the Interior and one of the worst in the Federal Government. Work related injuries which take an employee off the job for more than one day are considered "lost time injuries". ASIS' lost time injury five year average is lower than the national goal and we will try to maintain the five year average rate.

IVa6B By September 30, 2005, the number of ASIS hours of Continuation of Pay is maintained or reduced from the FY1992-FY1996 five year annual average of 80.

The costs incurred by a park for an employees injuries suffered on-the-job are called Continuation of Pay costs. Due to the poor safety record of the NPS, the lost time injury rate is high. ASIS' goal is to maintain the park lost time five year annual average of 80.

IVa7 By September 30, 2005, 100% of ASIS line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule and construction parameters.

The NPS line-item construction program covers historic preservation, rehabilitation, and new construction projects authorized by congress. This goal measures the percent of line item construction projects that are completed within allocated funds, project schedule, and specific project parameters.

IVb1 By September 30, 2005, the number of ASIS volunteer hours is increased from 10,000 in FY97 to 12,500 (25% increase).

The NPS Volunteers-In-Parks program, authorized in 1970, permits the NPS to accept and use voluntary help in ways mutually beneficial to the parks and the volunteers. Volunteers provide a wide variety of assistance from maintenance and interpretation to administration and fee collection. This goal reports the number of hours contributed by volunteers at ASIS.

IVb2A By September 30, 2005, cash donations to ASIS are increased from \$18,375 to \$19,290 (5% increase).

This goal tracks the dollar amount of support received by the NPS in donations and grants from all sources.

IVb2C By September 30, 2005 the cash value of in-kind donations, grants and services to ASIS from ENPMA is increased from \$13,394 in FY1997 to \$18,081 (35% increase).

ASIS' cooperating association is Eastern National Parks and Monument Association. Each year they provide valuable donations to the park in the form of grants services, and in-kind donations. This goal tracks those contributions.

VI. MEASURING RESULTS

Measuring our performance and confirming our results often involves the same approach for more than one goal. For example, visitor surveys are used both for 11a1-Visitor Satisfaction and 11b1-Visitor Understanding. Site condition inspections and completion reports are used for goals 1a5 Historic Structures, 1a6 Museum Collections, and 1a7 Cultural Landscapes. Increases in the various cultural resource baselines under Goal 1b2A-E will be verified regionally and sent to the national manager for that database. Each goal will be measured by the specific methods described in the previous section.

Senior management of ASIS conducts a quarterly review of performance under this plan during the first nine months of the fiscal year during management team meetings. In the fourth quarter of the year, there is a biweekly review. After each year ends, an annual performance report will describe actual accomplishments in each of the goals and adjustments may be made to our goals or targets.

VII. STRATEGIC PLAN PREPARERS

The following park staff members were involved in preparing this Strategic Plan:

Marc Koenings, Superintendent
Geraldine Bell, Administrative Officer
John C. Burns, Chief Ranger
Larry Points, Chief of Interpretation
R. LeRoy Ross, Facility Manager
Carl Zimmerman, Chief of Resources Management

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VIII. CONSULTATIONS

We consulted directly and indirectly with a variety of individuals and organizations in developing our original plan and this revision, especially the Fish and Wildlife service, state and local governments. All comments were carefully considered. NPS also consulted with Congress, the Office of Management and Budget (OMB), and the Department of the Interior in the development of the NPS plan.

APPENDIX - Vicinity map of Assateague Island National Seashore

FOR STRA PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: Ia1A
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 10.1% of targeted parklands, disturbed by development or agriculture, as of 1999 are restored. (2) /				
				Park/Program Goal ID Number: Ia01A
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 100% of Assateague's estimated average annual sediment deficit caused by the Ocean City inlet jetties (145K cubic meters) is being bypassed to Assateague Island on an annual basis. (1) /			Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): amount of sediment bypassed	Unit Measure: cubic meters of sand	Condition (Desired): 145K of sediment is bypassed annually	Total # Units in Baseline: 0	Status in base yr. (# Meeting Condition): 0
Projected Performance Target, end of strategic planning period: Sediment deficit is bypassed annually.				

FY01 Performance Plan Annual Goal text: Not funded for '01

FY02 Performance Plan Annual Goal text: By September 30, 2002, 145K cubic meters of sediment is replaced.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 145K cubic meters of sediment is replaced.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 145K cubic meters of sediment is replaced.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 145K cubic meters of sediment is replaced.

FOR STRA PLAN

Park/Program Name ASIS	Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: Ia0
NPS Servicewide Goal Description (Mission or Long-term Goal text): no goal for exotic (invasive) animal species			
			Park/Program Goal ID Number: Ia01B1
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the ASIS feral horse population is reduced from its FY1999 size of 168 horses by 5 horses.		Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): number of horses	Unit Measure: horses	Condition (Desired): number of horses reduced	Total # Units in Baseline: 168
Status in base yr. (# Meeting Condition). 168			
Projected Performance Target, end of strategic planning period: Number of horses in feral horse population is 163.			

FY01 Performance Plan Annual Goal text: By September 30, 2001, the number of feral horses is reduced by 1, to 167.

FY02 Performance Plan Annual Goal text By September 30, 2002 the number of feral horses is reduced by 1, to 166.

FY03 Performance Plan Annual Goal text: By September 30, 2003, the number of feral horses is reduced by 1, to 165.

FY04 Performance Plan Annual Goal text: By September 30, 2004, the number of feral horses is reduced by 1, to 164.

FY05 Performance Plan Annual Goal text: By September 30, 2005, the number of feral horses is reduced by 1, to 163.

FOR STRA PLAN

Park/Program Name ASIS	Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: <u>Ia2A</u>
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 19% of the 1999 identified park populations (84 of 442) of federally listed threatened and endangered species with critical habitat on park lands or requiring NPS recovery actions have an improved status, and additional 18.1% (80 of 442) have stable populations.			
			Park/Program Goal ID Number: <u>Ia2A</u>
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 1 (50%) of ASIS's 2 identified populations of federally listed threatened and endangered species requiring NPS recovery actions as of 1999, have an improved status.		Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): status of species	Unit Measure: seabeach amaranth population	Condition (Desired): improved status	Total # Units in Baseline: 2
Status in base yr. (# Meeting Condition). 0			
Projected Performance Target, end of strategic planning period: ASIS's Seabeach Amaranth population is improving.			

FY01 Performance Plan Annual Goal text: By September 30, 2001, the Seabeach Amaranth population on ASIS will have an improved status.

FY02 Performance Plan Annual Goal text By September 30, 2002, the Seabeach Amaranth population on ASIS will have an improved status.

FY03 Performance Plan Annual Goal text: By September 30, 2003, the Seabeach Amaranth population on ASIS will have an improved status.

FY04 Performance Plan Annual Goal text: By September 30, 2004, the Seabeach Amaranth population on ASIS will have an improved status.

FY05 Performance Plan Annual Goal text: By September 30, 2005, the Seabeach Amaranth population on ASIS will have an improved status.

FOR STRA PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: Ia01B
NPS Servicewide Goal Description (Mission or Long-term Goal text): No servicewide goal for exotic (invasive) animals.				
				Park/Program Goal ID Number: Ia01B2
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of Sika deer killed during ASIS public hunting season is maintained at FY1999 level (~100).			Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): number of Sika deer killed	Unit Measure: Sika deer	Condition (Desired): maintain number of deer killed at FY1999 level	Total # Units in Baseline: 100	Status in base yr. (# Meeting Condition). 100
Projected Performance Target, end of strategic planning period: The number of Sika deer killed is maintained at 1999 level.				

FY01 Performance Plan Annual Goal text: By September 30, 2001, the number of Sika deer killer during ASIS public hunting season is maintained at the FY1999 level (~100).

FY02 Performance Plan Annual Goal text By September 30, 2002, the number of Sika deer killer during ASIS public hunting season is maintained at the FY1999 level (~100).

FY03 Performance Plan Annual Goal text: By September 30, 2003, the number of Sika deer killer during ASIS public hunting season is maintained at the FY1999 level (~100).

FY04 Performance Plan Annual Goal text: By September 30, 2004, the number of Sika deer killer during ASIS public hunting season is maintained at the FY1999 level (~100).

FY05 Performance Plan Annual Goal text: By September 30, 2005, the number of Sika deer killer during ASIS public hunting season is maintained at the FY1999 level (~100).

FOR STRATEGIC PLAN

Park/Program Name ASIS	Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: Ia2
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 19% of the 1999 identified park populations (84 of 442) of federally listed threatened and endangered species with critical habitat on park lands or requiring NPS recovery actions have an improved status, 18.1% (80 of 442) have stable populations.			
			Park/Program Goal ID Number: Ia2B
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 1 (50%) of ASIS's 2 identified populations of federally listed threatened and endangered species with critical habitat on park lands and/or requiring NPS recovery actions as of 1999, have a stable status.		Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): status of species	Unit Measure: Piping Plover population	Condition (Desired): Piping Plover population on ASIS is stable	Total # Units in Baseline: 2
Status in base yr. (# Meeting Condition). 1			
Projected Performance Target, end of strategic planning period: Piping Plover population on ASIS is stable.			

FY01 Performance Plan Annual Goal text: By September 30, 2001, the status of the Piping Plover population on ASIS is stable.

FY02 Performance Plan Annual Goal text: By September 30, 2002, the status of the Piping Plover population on ASIS is stable.

FY03 Performance Plan Annual Goal text: By September 30, 2003, the status of the Piping Plover population on ASIS is stable.

FY04 Performance Plan Annual Goal text: By September 30, 2004, the status of the Piping Plover population on ASIS is stable.

FY05 Performance Plan Annual Goal text: By September 30, 2005, the status of the Piping Plover population on ASIS is stable.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: Ia4	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 85% of Park units have unimpaired water quality.					
				Park/Program Goal ID Number: Ia4	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the oceanic and estuarine surface waters of ASIS have unimpaired water quality.			Baseline Year: 1999	Target Year: 2005	
Performance Indicator (what is measured): water quality	Unit Measure: park surface waters	Condition (Desired): surface waters with unimpaired water quality	Total # Units in Baseline: 1	Status in base yr. (# Meeting Condition): 1	
Projected Performance Target, end of strategic planning period: Surface waters of ASIS have unimpaired water quality.					

FY01 Performance Plan Annual Goal text: By September 30, 2001, the oceanic and estuarine surface waters of ASIS have unimpaired water quality.

FY02 Performance Plan Annual Goal text: By September 30, 2002, the oceanic and estuarine surface waters of ASIS have unimpaired water quality.

FY03 Performance Plan Annual Goal text: By September 30, 2003, the oceanic and estuarine surface waters of ASIS have unimpaired water quality.

FY04 Performance Plan Annual Goal text: By September 30, 2004, the oceanic and estuarine surface waters of ASIS have unimpaired water quality.

FY05 Performance Plan Annual Goal text: By September 30, 2005, the oceanic and estuarine surface waters of ASIS have unimpaired water quality.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: Ia5
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 50% (12,113 of 24,225 structures) of the historic structures on the 1999 List of Classified Structures are in good condition.				
				Park/Program Goal ID Number: Ia5
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 2 of the 8 (25%) of ASIS historic structures on the 1999 List of Classified Structures at the end of FY1999 are in good condition.			Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): condition of structure	Unit Measure: historic structure	Condition (Desired): good	Total # Units in Baseline: 8	Status in base yr. (# Meeting Condition): 1
Projected Performance Target, end of strategic planning period: 2 of 8 structures meet good condition				

FY01 Performance Plan Annual Goal text: By September 30, 2001, 1 of 8 of ASIS historic structures on 1999 LCS is in good condition.

FY02 Performance Plan Annual Goal text By September 30, 2002, 1 of 8 of ASIS historic structures on 1999 LCS is in good condition.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 1 of 8 of ASIS historic structures on 1999 LCS is in good condition.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 1 of 8 of ASIS historic structures on 1999 LCS is in good condition.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 2 of 8 of ASIS historic structures on 1999 LCS is in good condition.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: Ia6
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 73.4% of preservation and protection standards for park museum collections are met.				
				Park/Program Goal ID Number: Ia6
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 57 (75%) of 76 applicable preservation and protection standards for ASIS's museum collections are met.			Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): preservation and protection standards of museum collections met	Unit Measure: each standard	Condition (Desired): standards met	Total # Units in Baseline: 76	Status in base yr. (# Meeting Condition): 56
Projected Performance Target, end of strategic planning period: 75% of preservation and protection standards are met.				

FY01 Performance Plan Annual Goal text: By September 30, 2001, 57 of 76 applicable standards are met.

FY02 Performance Plan Annual Goal text By September 30, 2002, 57 of 76 applicable standards are met.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 57 of 76 applicable standards are met.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 57 of 76 applicable standards are met.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 57 of 76 applicable standards are met.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: Ia7	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 33.1% of the cultural landscapes Inventory with condition information are in good condition (119 of 359).					
				Park/Program Goal ID Number: Ia07	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 1 (50%) of 2 cultural landscapes not on the NPS Cultural Landscape inventory are in good condition.			Baseline Year: 1999	Target Year: 2005	
Performance Indicator (what is measured): cultural landscapes in good condition	Unit Measure: cultural landscapes	Condition (Desired): good	Total # Units in Baseline: 2	Status in base yr. (# Meeting Condition): 0	
Projected Performance Target, end of strategic planning period: 1 cultural landscape in good condition.					

FY01 Performance Plan Annual Goal text: By September 30, 2001, 1 cultural landscape not in the NPS CLI is in good condition.

FY02 Performance Plan Annual Goal text By September 30, 2002, 1 cultural landscape not in the NPS CLI is in good condition.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 1 cultural landscape not in the NPS CLI is in good condition.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 1 cultural landscape not in the NPS CLI is in good condition.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 1 cultural landscape not in the NPS CLI is in good condition.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: Ib2B	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, cultural landscapes inventoried and evaluated at Level II are increased by 136.4% (from FY99 baseline of 110 to 260).					
				Park/Program Goal ID Number: Ib2B	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of ASIS cultural landscapes inventoried, evaluated, and entered on the NPS Cultural Landscapes Inventory at Level II is increased from 0 in FY1999 to 1 (100% increase).			Baseline Year: 1999	Target Year: 2005	
Performance Indicator (what is measured): cultural landscapes inventoried	Unit Measure: cultural landscape	Condition (Desired): landscapes inventoried, evaluated and entered on NPS CLI at Level II	Total # Units in Baseline: 0	Status in base yr. (# Meeting Condition): 0	
Projected Performance Target, end of strategic planning period: 1 cultural landscape at ASIS is inventoried at Level II on the NPS CLI.					

FY01 Performance Plan Annual Goal text: By September 30, 2001, 1 of ASIS cultural landscapes is inventoried, evaluated, and entered on the NPS CLI at Level II.

FY02 Performance Plan Annual Goal text: By September 30, 2002, 1 of ASIS cultural landscapes is inventoried, evaluated, and entered on the NPS CLI at Level II.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 1 of ASIS cultural landscapes is inventoried, evaluated, and entered on the NPS CLI at Level II.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 1 of ASIS cultural landscapes is inventoried, evaluated, and entered on the NPS CLI at Level II.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 1 of ASIS cultural landscapes is inventoried, evaluated, and entered on the NPS CLI at Level II.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: Ib2
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 100% of the historic structures have updated information (FY1999 baseline 24,225 of 24,225).				
				Park/Program Goal ID Number: Ib2C
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, all 8 (100%) of ASIS historic structures on the FY1999 List of Classified structures (LCS) have updated information on their LCS records.			Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): LCS records with updated information	Unit Measure: Each LCS record	Condition (Desired): updated LCS records	Total # Units in Baseline: 0	Status in base yr. (# Meeting Condition): 0
Projected Performance Target, end of strategic planning period: Updated ASIS LCS records.				

FY01 Performance Plan Annual Goal text: By September 30, 2001, 1 of the 8 historic structures at ASIS has updated records in the LCS.

FY02 Performance Plan Annual Goal text: By September 30, 2002, 2 of the 8 historic structures at ASIS has updated records in the LCS.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 4 of the 8 historic structures at ASIS has updated records in the LCS.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 6 of the 8 historic structures at ASIS has updated records in the LCS.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 8 of the 8 historic structures at ASIS has updated records in the LCS.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: Ib2	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, museum objects cataloged are increased by 35.9% (from FY1999 baseline of 37.3 million to 50.7 million).					
				Park/Program Goal ID Number: Ib2D	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, , the number of ASIS museum objects cataloged into the NPS ANCS+ and submitted to the National Catalog is increased from 1,437 in FY1999 to 1,450 (1% increase).			Baseline Year: 1999	Target Year: 2005	
Performance Indicator (what is measured): museum objects in database.	Unit Measure: each museum object.	Condition (Desired): cataloged objects	Total # Units in Baseline: 0	Status in base yr. (# Meeting Condition). 1,437	
Projected Performance Target, end of strategic planning period: Increase in cataloged museum objects.					

FY01 Performance Plan Annual Goal text: By September 30, 2001, 1,440 ASIS museum objects are cataloged into the NPS ANCS+ and submitted to the National Catalog.

FY02 Performance Plan Annual Goal text By September 30, 2002, 1,443 ASIS museum objects are cataloged into the NPS ANCS+ and submitted to the National Catalog.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 1,446 ASIS museum objects are cataloged into the NPS ANCS+ and submitted to the National Catalog.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 1,448 ASIS museum objects are cataloged into the NPS ANCS+ and submitted to the National Catalog.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 1,450 ASIS museum objects are cataloged into the NPS ANCS+ and submitted to the National Catalog.

FOR STRATEGIC PLAN

Park/Program Name ASIS	Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: Ib3
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 80% of 265 parks with significant natural resources have identified their vital signs for natural resource monitoring.			
			Park/Program Goal ID Number: Ib3
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, ASIS has identified its "vital signs" for natural resource monitoring.		Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): vital signs	Unit Measure: each vital sign	Condition (Desired): vital signs identified	Total # Units in Baseline: 0
Status in base yr. (# Meeting Condition): 0			
Projected Performance Target, end of strategic planning period: Vital signs identified for ASIS.			

FY01 Performance Plan Annual Goal text: By September 30, 2001, park will be identifying its vital signs for natural resource monitoring.

FY02 Performance Plan Annual Goal text: By September 30, 2002, park will be identifying its vital signs for natural resource monitoring.

FY03 Performance Plan Annual Goal text: By September 30, 2003, park will be identifying its vital signs for natural resource monitoring.

FY04 Performance Plan Annual Goal text: By September 30, 2004, park will be identifying its vital signs for natural resource monitoring.

FY05 Performance Plan Annual Goal text: By September 30, 2005, ASIS will have identified its vital signs for resource monitoring.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: Ib04
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, geological processes in 53 parks (20% of 265 parks) are inventoried and human influence that affect those processes are identified.				
				Park/Program Goal ID Number: Ib04
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 1 (100%) of 1 geological processes of special concern for ASIS are actively studied and monitored for needed mitigation.			Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): island geomorphology	Unit Measure: geological process	Condition (Desired): process measured	Total # Units in Baseline: 1	Status in base yr. (# Meeting Condition): 1
Projected Performance Target, end of strategic planning period: Island geomorphology is measured.				

FY01 Performance Plan Annual Goal text: By September 30, 2001, island geomorphology from sand transport is measured.

FY02 Performance Plan Annual Goal text By September 30, 2002, island geomorphology from sand transport is measured.

FY03 Performance Plan Annual Goal text: By September 30, 2003, island geomorphology from sand transport is measured.

FY04 Performance Plan Annual Goal text: By September 30, 2004, island geomorphology from sand transport is measured.

FY05 Performance Plan Annual Goal text: By September 30, 2005, island geomorphology from sand transport is measured.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IIa1
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.				
				Park/Program Goal ID Number: IIa1
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 93% of visitors to ASIS are satisfied with appropriate park facilities, services and recreational opportunities			Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): visitor satisfaction	Unit Measure: percentage of visitors satisfied	Condition (Desired): satisfied visitors	Total # Units in Baseline: 100	Status in base yr. (# Meeting Condition). 93
Projected Performance Target, end of strategic planning period: 93% of visitors to ASIS are satisfied.				

FY01 Performance Plan Annual Goal text: By September 30, 2001, 93% of visitors to ASIS are satisfied with appropriate park facilities, services and recreational opportunities.

FY02 Performance Plan Annual Goal text By September 30, 2002, 93% of visitors to ASIS are satisfied with appropriate park facilities, services and recreational opportunities.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 93% of visitors to ASIS are satisfied with appropriate park facilities, services and recreational opportunities.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 93% of visitors to ASIS are satisfied with appropriate park facilities, services and recreational opportunities.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 93% of visitors to ASIS are satisfied with appropriate park facilities, services and recreational opportunities.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IIa2
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, the visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days (a 16% decrease from the FY1992-FY1996 baseline of 9.43 per 100,000 visitor days).				
				Park/Program Goal ID Number: IIa2
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of ASIS visitor accident/incidents will be maintained at or below 100.			Baseline Year: 1992-1996 average	Target Year: 2005
Performance Indicator (what is measured): visitor accident/incidents	Unit Measure: visitor accident rate per 100,000 visitor days	Condition (Desired): safe visitors	Total # Units in Baseline: 100	Status in base yr. (# Meeting Condition): 110
Projected Performance Target, end of strategic planning period: number maintained at or below 100				

FY01 Performance Plan Annual Goal text: By September 30, 2001, visitor accident/incident rates will be maintained at or below 100.

FY02 Performance Plan Annual Goal text: By September 30, 2002, visitor accident/incident rates will be maintained at or below 100.

FY03 Performance Plan Annual Goal text: By September 30, 2003, visitor accident/incident rates will be maintained at or below 100.

FY04 Performance Plan Annual Goal text: By September 30, 2004, visitor accident/incident rates will be maintained at or below 100.

FY05 Performance Plan Annual Goal text: By September 30, 2005, visitor accident/incident rates will be maintained at or below 100.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IIb1
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.				
				Park/Program Goal ID Number: IIb1
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 88% of park visitors understand and appreciate the significance of Assateague Island National Seashore.			Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): visitor understanding	Unit Measure: percentage of visitors that understand ASIS	Condition (Desired): visitors understand and appreciate ASIS	Total # Units in Baseline: 88	Status in base yr. (# Meeting Condition): 88
Projected Performance Target, end of strategic planning period: visitors understand and appreciate ASIS.				

FY01 Performance Plan Annual Goal text: By September 30, 2001, 88% of park visitors understand and appreciate ASIS.

FY02 Performance Plan Annual Goal text: By September 30, 2002, 88% of park visitors understand and appreciate ASIS.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 88% of park visitors understand and appreciate ASIS.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 88% of park visitors understand and appreciate ASIS.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 88% of park visitors understand and appreciate ASIS.

FOR STR. PLAN

Park/Program Name ASIS	Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IIb1X
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, (Park determined percentage) of (park determined target number of students) participating in NPS formal educational programs understand America's cultural and natural heritage as preserved by the National Park Service and its Programs.			
			Park/Program Goal ID Number: IIb1X
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, (percentage to be determined) of 7,000 participants in ASIS' curriculum based education programs will demonstrate an understanding of cultural and natural heritage, as represented by the resources of ASIS, preserved by the NPS and its programs.		Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): percentage of participating students with understanding	Unit Measure: percent	Condition (Desired): students gain understanding through park programs	Total # Units in Baseline: not determined
Status in base yr. (# Meeting Condition): not determined			
Projected Performance Target, end of strategic planning period: Students gain understanding of ASIS and NPS through educational programs.			

FY01 Performance Plan Annual Goal text: By September 30, 2001, survey is developed to determine percentage of students who gain and understanding of ASIS and the NPS through ASIS educational programs.

FY02 Performance Plan Annual Goal text By September 30, 2002, percentage of students who gain understanding of ASIS and NPS through educational programs is determined through distribution and reporting on survey.

FY03 Performance Plan Annual Goal text: By September 30, 2003, percentage based on survey reports is met.

FY04 Performance Plan Annual Goal text: By September 30, 2004, percentage based on survey reports is met.

FY05 Performance Plan Annual Goal text: By September 30, 2005, percentage based on survey reports is met.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IVa3A	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 100% of employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.					
				Park/Program Goal ID Number: IVa3A	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 100% of Assateague's employee performance plans are linked to appropriate strategic and annual performance goals.			Baseline Year: 1999	Target Year: 2005	
Performance Indicator (what is measured): employees whose performance plans are linked to appropriate strategic and annual goals	Unit Measure: each employee performance plan	Condition (Desired): all performance plans linked to strategic goals	Total # Units in Baseline: 98	Status in base yr. (# Meeting Condition): 50	
Projected Performance Target, end of strategic planning period: All performance plans linked to strategic plan goals.					

FY01 Performance Plan Annual Goal text: By September 30, 2001, 60 employees performance plans are linked to appropriate strategic plan goals.

FY02 Performance Plan Annual Goal text: By September 30, 2002, 70 employees performance plans are linked to appropriate strategic plan goals.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 80 employees performance plans are linked to appropriate strategic plan goals.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 90 employees performance plans are linked to appropriate strategic plan goals.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 98 employees performance plans are linked to appropriate strategic plan goals.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IVa4A
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, increase in servicewide representation of underrepresented groups over the 1999 baseline by 25% in the 9 targeted occupational series in the permanent workforce.				
				Park/Program Goal ID Number: IVa4A
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of ASIS permanent positions in 9 targeted occupational series filled by employees from underrepresented groups is increased from 4 at the end of FY99 to 6 (50% increase).			Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): positions in the permanent workforce who are members of underrepresented groups	Unit Measure: each position	Condition (Desired): positions filled with underrepresented employees	Total # Units in Baseline: 20	Status in base yr. (# Meeting Condition): 4
Projected Performance Target, end of strategic planning period: number of ASIS permanent positions in targeted positions is increased.				

FY01 Performance Plan Annual Goal text: By September 30, 2001, the number of ASIS permanent employees in 9 targeted occupational series is filled by employees from underrepresented groups is increased from 4 to 5.

FY02 Performance Plan Annual Goal text: By September 30, 2002, the number of ASIS permanent employees in 9 targeted occupational series is filled by employees from underrepresented groups is increased from 4 to 5.

FY03 Performance Plan Annual Goal text: By September 30, 2003, the number of ASIS permanent employees in 9 targeted occupational series is filled by employees from underrepresented groups is increased from 4 to 5.

FY04 Performance Plan Annual Goal text: By September 30, 2004, the number of ASIS permanent employees in 9 targeted occupational series is filled by employees from underrepresented groups is increased from 4 to 5.

FY05 Performance Plan Annual Goal text: By September 30, 2005, the number of ASIS permanent employees in 9 targeted occupational series is filled by employees from underrepresented groups is increased from 4 to 5.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IVa4B
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, increase in the servicewide representation of women and minorities in the temporary and seasonal workforce.				
				Park/Program Goal ID Number: IVa4B
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, , the total number of ASIS temporary/seasonal positions annually filled by women and minorities is increased from 19 in FY1999 to 24 (24% increase).			Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): positions in the temporary and seasonal workforce	Unit Measure: each position	Condition (Desired): seasonal/temporary positions filled by women and minorities	Total # Units in Baseline: 49	Status in base yr. (# Meeting Condition): 19
Projected Performance Target, end of strategic planning period: Increase number of positions in temporary/seasonal workforce filled by women and minorities.				

FY01 Performance Plan Annual Goal text: By September 30, 2001, the number of positions in the seasonal/temporary workforce is increased from 19 to 20.

FY02 Performance Plan Annual Goal text By September 30, 2002, the number of positions in the seasonal/temporary workforce is increased from 20 to 21.

FY03 Performance Plan Annual Goal text: By September 30, 2003, the number of positions in the seasonal/temporary workforce is increased from 21 to 22.

FY04 Performance Plan Annual Goal text: By September 30, 2004, the number of positions in the seasonal/temporary workforce is increased from 22 to 23.

FY05 Performance Plan Annual Goal text: By September 30, 2005, the number of positions in the seasonal/temporary workforce is increased from 23 to 24.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IVa4D
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the seasonal and temporary workforce.				
				Park/Program Goal ID Number: IVa4D
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of ASIS temporary/seasonal positions filled by employees with disabilities is increased from 1 in FY1999 to 2 (100% increase).			Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): positions in the temporary and seasonal workforce	Unit Measure: each position	Condition (Desired): positions filled by individuals with disabilities	Total # Units in Baseline: 49	Status in base yr. (# Meeting Condition): 1
Projected Performance Target, end of strategic planning period: Increase positions in temporary/seasonal workforce with employees with disabilities.				

FY01 Performance Plan Annual Goal text: By September 30, 2001, the number of ASIS temporary/seasonal positions filled by employees with disabilities is increased from 1 in FY1999 to 2 (100% increase).

FY02 Performance Plan Annual Goal text: By September 30, 2002, the number of ASIS temporary/seasonal positions filled by employees with disabilities is increased from 1 in FY1999 to 2 (100% increase).

FY03 Performance Plan Annual Goal text: By September 30, 2003, the number of ASIS temporary/seasonal positions filled by employees with disabilities is increased from 1 in FY1999 to 2 (100% increase).

FY04 Performance Plan Annual Goal text: By September 30, 2004, the number of ASIS temporary/seasonal positions filled by employees with disabilities is increased from 1 in FY1999 to 2 (100% increase).

FY05 Performance Plan Annual Goal text: By September 30, 2005, the number of ASIS temporary/seasonal positions filled by employees with disabilities is increased from 1 in FY1999 to 2 (100% increase).

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IVa4C
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, increase in servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the permanent workforce.				
				Park/Program Goal ID Number: IVa4C
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the total number of ASIS permanent positions filled by employees with disabilities is increased from 2 in FY1999 to 3 (50% increase).			Baseline Year: 1999	Target Year: 2005
Performance Indicator (what is measured): positions in the permanent workforce	Unit Measure: each position	Condition (Desired): positions filled by individuals with disabilities	Total # Units in Baseline: 2	Status in base yr. (# Meeting Condition): 2
Projected Performance Target, end of strategic planning period: Increase number of permanent positions filled by employees with disabilities.				

FY01 Performance Plan Annual Goal text: By September 30, 2001, the total number of ASIS permanent positions filled by employees with disabilities is increased from 2 in FY1999 to 3 (50% increase).

FY02 Performance Plan Annual Goal text: By September 30, 2002, the total number of ASIS permanent positions filled by employees with disabilities is increased from 2 in FY1999 to 3 (50% increase).

FY03 Performance Plan Annual Goal text: By September 30, 2003, the total number of ASIS permanent positions filled by employees with disabilities is increased from 2 in FY1999 to 3 (50% increase).

FY04 Performance Plan Annual Goal text: By September 30, 2004, the total number of ASIS permanent positions filled by employees with disabilities is increased from 2 in FY1999 to 3 (50% increase).

FY05 Performance Plan Annual Goal text: By September 30, 2005, the total number of ASIS permanent positions filled by employees with disabilities is increased from 2 in FY1999 to 3 (50% increase).

FOR STRATEGIC PLAN

Park/Program Name ASIS	Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IVa5
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 50% of employee housing units listed in poor or fair condition in 1997 assessments are rehabilitated to good condition, replaced, or removed.			
			Park/Program Goal ID Number: IVa5
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of employee housing units listed in poor condition is reduced from 1 in FY1997 assessments to 0 (100% reduction).		Baseline Year: 1997	Target Year: 2005
Performance Indicator (what is measured): employee housing in fair or poor condition in FY1997	Unit Measure: each housing unit in fair or poor condition in FY1997.	Condition (Desired): rehabilitated to good condition	Total # Units in Baseline: 6
			Status in base yr. (# Meeting Condition): 5
Projected Performance Target, end of strategic planning period: All ASIS housing units in good condition.			

FY01 Performance Plan Annual Goal text: By September 30, 2001, the number of employee housing units listed in poor condition is reduced from 1 in FY1997 assessments to 0 (100% reduction).

FY02 Performance Plan Annual Goal text: By September 30, 2002, the number of employee housing units listed in poor condition is reduced from 1 in FY1997 assessments to 0 (100% reduction).

FY03 Performance Plan Annual Goal text: By September 30, 2003, the number of employee housing units listed in poor condition is reduced from 1 in FY1997 assessments to 0 (100% reduction).

FY04 Performance Plan Annual Goal text: By September 30, 2004, the number of employee housing units listed in poor condition is reduced from 1 in FY1997 assessments to 0 (100% reduction).

FY05 Performance Plan Annual Goal text: By September 30, 2005, the number of employee housing units listed in poor condition is reduced from 1 in FY1997 assessments to 0 (100% reduction).

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IVa6A
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, the NPS lost-time injury rate will be at or below 4.49 per 200,000 hours worked (100 FTE).				
				Park/Program Goal ID Number: IVa6A
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of lost-time injuries is maintained at the FY1992-FY1996 five year annual average of 4.125.			Baseline Year: FY1992-FY1996	Target Year: 2005
Performance Indicator (what is measured): employee lost time injuries	Unit Measure: each lost-time injury	Condition (Desired): reduced lost-time injuries and injury rate	Total # Units in Baseline: 4.125	Status in base yr. (# Meeting Condition): 4.125
Projected Performance Target, end of strategic planning period: Maintain lost-time injury rate.				

FY01 Performance Plan Annual Goal text: By September 30, 2001, the number of lost-time injuries is maintained at the FY1992-FY1996 five year annual average of 4.125.

FY02 Performance Plan Annual Goal text: By September 30, 2002, the number of lost-time injuries is maintained at the FY1992-FY1996 five year annual average of 4.125.

FY03 Performance Plan Annual Goal text: By September 30, 2003, the number of lost-time injuries is maintained at the FY1992-FY1996 five year annual average of 4.125.

FY04 Performance Plan Annual Goal text: By September 30, 2004, the number of lost-time injuries is maintained at the FY1992-FY1996 five year annual average of 4.125.

FY05 Performance Plan Annual Goal text: By September 30, 2005, the number of lost-time injuries is maintained at the FY1992-FY1996 five year annual average of 4.125.

FOR STRATEGIC PLAN

Park/Program Name ASIS	Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IVa6B
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, The servicewide total number of hours of Continuation of Pay (COP) will be at or below 51,100 hours.			
			Park/Program Goal ID Number: IVa6B
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of ASIS hours of Continuation of Pay is maintained or reduced from the FY1992-FY1998 five year annual average of 80.		Baseline Year: FY1992-FY1996	Target Year: 2005
Performance Indicator (what is measured): employee continuation of pay hours	Unit Measure: each COP hour	Condition (Desired): maintenance or reduction of COP hours	Total # Units in Baseline: 80 Status in base yr. (# Meeting Condition): 80
Projected Performance Target, end of strategic planning period: Number of ASIS COP hours is maintained or reduced.			

FY01 Performance Plan Annual Goal text: By September 30, 2001, the number of ASIS hours of Continuation of Pay is maintained or reduced from the FY1992-FY1998 five year annual average of 80.

FY02 Performance Plan Annual Goal text: By September 30, 2002, the number of ASIS hours of Continuation of Pay is maintained or reduced from the FY1992-FY1998 five year annual average of 80.

FY03 Performance Plan Annual Goal text: By September 30, 2003, the number of ASIS hours of Continuation of Pay is maintained or reduced from the FY1992-FY1998 five year annual average of 80.

FY04 Performance Plan Annual Goal text: By September 30, 2004, the number of ASIS hours of Continuation of Pay is maintained or reduced from the FY1992-FY1998 five year annual average of 80.

FY05 Performance Plan Annual Goal text: By September 30, 2005, the number of ASIS hours of Continuation of Pay is maintained or reduced from the FY1992-FY1998 five year annual average of 80.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IVa7
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 100% of line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule and construction parameters.				
				Park/Program Goal ID Number: IVa7
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 100% of ASIS line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule and construction parameters.			Baseline Year: 1998	Target Year: 2005
Performance Indicator (what is measured): line-item construction projects within parameters	Unit Measure: each line-item construction project identified and funded after 9/30/98	Condition (Desired): projects meet 90% of parameters in Project Agreement	Total # Units in Baseline: 1	Status in base yr. (# Meeting Condition). 1
Projected Performance Target, end of strategic planning period: 100% of line-item projects meet 90% of cost, schedule and construction parameters.				

FY01 Performance Plan Annual Goal text: By September 30, 2001, 100% of ASIS line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule and construction parameters.

FY02 Performance Plan Annual Goal text: By September 30, 2002, 100% of ASIS line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule and construction parameters.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 100% of ASIS line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule and construction parameters.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 100% of ASIS line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule and construction parameters.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 100% of ASIS line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule and construction parameters.

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IVb1	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, increase by 44.7% the number of volunteer hours (from 3.8 million hours in 1997 to 5.5 million hours).					
				Park/Program Goal ID Number: IVb1	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of ASIS volunteer hours is increased from 10,000 to 12,500 (25% increase).			Baseline Year: 1999	Target Year: 2005	
Performance Indicator (what is measured): volunteer hours	Unit Measure: hours	Condition (Desired): increased volunteer hours	Total # Units in Baseline: 10,000	Status in base yr. (# Meeting Condition): 10,000	
Projected Performance Target, end of strategic planning period: 25% increase in volunteer hours					

FY01 Performance Plan Annual Goal text: By September 30, 2001, volunteer hours at ASIS are increased to 10,500 (5% increase).

FY02 Performance Plan Annual Goal text: By September 30, 2002, volunteer hours at ASIS are increased to 11,000 (5% increase).

FY03 Performance Plan Annual Goal text: By September 30, 2003, volunteer hours at ASIS are increased to 11,500 (5% increase).

FY04 Performance Plan Annual Goal text: By September 30, 2004, volunteer hours at ASIS are increased to 12,000 (5% increase).

FY05 Performance Plan Annual Goal text: By September 30, 2005, volunteer hours at ASIS are increased to 12,500 (5% increase).

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IVb2	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, cash donations are increased by 3.6% (from \$14.476 million in 1998 to \$15 million).					
					Park/Program Goal ID Number: IVb2A
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, cash donations to ASIS are increased from \$18,375 to \$19,290 (5% increase).			Baseline Year: 1998	Target Year: 2005	
Performance Indicator (what is measured): value	Unit Measure: dollars	Condition (Desired): increased donations	Total # Units in Baseline: 18,375	Status in base yr. (# Meeting Condition). 18,375	
Projected Performance Target, end of strategic planning period: Cash donations increased by 5%.					

FY01 Performance Plan Annual Goal text: By September 30, 2001, cash donations to ASIS have increased to \$18,558 (1%).

FY02 Performance Plan Annual Goal text: By September 30, 2002, cash donations to ASIS have increased to \$18,741 (1%).

FY03 Performance Plan Annual Goal text: By September 30, 2003, cash donations to ASIS have increased to \$18,924 (1%).

FY04 Performance Plan Annual Goal text: By September 30, 2004, cash donations to ASIS have increased to \$19,107 (1%).

FY05 Performance Plan Annual Goal text: By September 30, 2005, cash donations to ASIS have increased to \$19,290 (1%).

FOR STRATEGIC PLAN

Park/Program Name ASIS		Park/Program Org Code: 4190	Date Prepared 4/10/00	NPS Goal ID Number: IVb2C
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, the value of donations, grants, and services from Cooperating Associations is increased by 35% (from \$19 million in 1997 to \$25.6 million).				
				Park/Program Goal ID Number: IVb2C
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the cash value of in-kind donations, grants and services to ASIS from Eastern National Parks and Monuments Association is increased from \$13,394 in FY1997 to \$18,081 (35% increase).			Baseline Year: 1997	Target Year: 2005
Performance Indicator (what is measured): value	Unit Measure: dollars	Condition (Desired): increased donations	Total # Units in Baseline: 13,394	Status in base yr. (# Meeting Condition): 13,394
Projected Performance Target, end of strategic planning period: Doantions increased by 35%.				

FY01 Performance Plan Annual Goal text: By September 30, 2001, donations from ENPMA are increased to \$14,332 (7%increase).

FY02 Performance Plan Annual Goal text By September 30, 2002, donations from ENPMA are increased to \$15,269 (7%increase).

FY03 Performance Plan Annual Goal text: By September 30, 2003, donations from ENPMA are increased to \$16, 207 (75 increase).

FY04 Performance Plan Annual Goal text: By September 30, 2004, donations from ENPMA are increased to \$17,144 (75 increase).

FY05 Performance Plan Annual Goal text: By September 30, 2005, donations from ENPMA are increased to \$18,081 (75 increase).